

IN FPM CHAPTER 530
RETAIN UNTIL SUPERSEDED.

FPM LTR. NO. 530-131

UNITED STATES CIVIL SERVICE COMMISSION

FEDERAL PERSONNEL MANUAL SYSTEM

LETTER

Washington, D.C. 20415

April 30, 1970

FPM LETTER NO. 530-131

Supersedes and cancels FPM Letters 530-106 through 530-120 and 530-122 through 530-129

SUBJECT: Adjustment of Special Minimum Rates and Rate Ranges Established under 5 U.S.C. 5303

Heads of Departments and Independent Establishments:

1. Under authority of 5 U.S.C. 5303 and Executive Order 11073, the Civil Service Commission has determined that the minimum rates and rate ranges for the occupations and grade levels for which special rates are currently established will be adjusted as set forth in Attachment 1 to this letter, following the procedures outlined in paragraph 4 below. The effective date of the new rate ranges for most occupations covered by the special rates is the first day of the first pay period beginning on or after December 28, 1969. Occupations or grade levels for which special rates were further adjusted or initially established after December 28, 1969, are adjusted as of the effective date of the change or establishment. Refer to Attachment 1 for specific effective dates for each occupation.
2. The effect of the Commission's action is to provide basically the same increase retroactively to employees covered by special salary rates as is granted by PL 91-231 and Executive Order 11524 to employees covered by statutory salary rates. (Note: A review of all special salary rate schedules is currently in process. This review is to determine, based on current staffing conditions and non-Federal salary rate data, whether further adjustments are needed. Some schedules may be adjusted upward as a result of this review; however, if a downward adjustment results, it will affect only employees hired after the effective date of the new rates.)
3. The pay of employees on the rolls will be converted to the new special rate ranges in accordance with section 530.307(b) of the Commission's regulations. The applicable part of the section reads as follows:

"(b) When an employee was receiving a special rate immediately before the effective date of a statutory pay increase, he shall receive on that effective date the rate of basic pay for: (1) the numerical

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CSC CODE 530, Pay Rates and Systems (General)

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rank in the new special rate range for his grade or level that corresponds with the numerical rank of the special rate he was receiving immediately before that effective date;..."

In addition, FPM Letter 531-39 provides guidelines to use in adjusting the basic pay of employees as a result of the general pay increase authorized by Executive Order 11524, and during the retroactive period covered by that order. These same guidelines will be applied to pay adjustments for employees covered by special salary rates in computing the appropriate rates of pay to reflect such actions as promotions, within-grade increases, and the like which may have occurred during the retroactive period.

To illustrate the effect of 530.307(b)(1), the rate of adjustment for Electronic Engineer, GS-855-9, is used: An employee in the third step rate of the GS-9 special rate range immediately before the effective date will remain in the third step of the new special rate range on the effective date, and his salary will be increased from \$11,808 to \$12,513 as of the first pay period that begins on or after December 28, 1969.

4. Attachment 1 contains the basic special salary rate information for each occupation and grade level for which special rates are currently authorized. This attachment shows the specific occupational series and grade level coverage, the geographic coverage, the special minimum rate, the special maximum rate, the amount of the within-grade increase, and the effective date of each adjustment. With respect to the special maximum rate, this would be the 10th step for all General Schedule occupations, but may be the 10th, 11th, or 12th step for Postal Field Service occupations depending on the level covered. The "effective date" cited for each category is to be interpreted as meaning the first day of the first pay period which occurs on or after the date specified.

In the interest of providing special rate information to agencies as quickly as possible we have not included in this FPM Letter salary tables for each occupation that show the special rate for each step in the range for each grade. Nevertheless, a full special rate range is authorized by this FPM Letter for each occupation and grade level specified. The intent of this Letter is to provide the necessary basic information that each agency would need to prepare the complete special rate tables. The complete tables will include the appropriate rates for each step within the special rate range for each grade for which special rates have been authorized.

The full range of special rates for each grade can be prepared by successively adding the amount of the within-grade increase, as shown for each grade, beginning with the special minimum rate, to produce a rate for each step up to the special maximum rate. To illustrate, the Electronic Engineer, GS-855-9, situation is used again:

(The special minimum (i.e., 1st step rate) is \$11,855; the special maximum (i.e., 10th step rate) is \$14,816; and the amount of the within-grade increase is \$329 a year.)

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
\$11,855	\$12,184	\$12,513	\$12,842	\$13,171

<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>
\$13,500	\$13,829	\$14,158	\$14,487	\$14,816

This procedure is to be followed in preparing a full schedule of special rates for each occupation and grade level listed in Attachment 1. As an aid to preparing the various schedules, Attachment 2 contains a comprehensive table which shows the correct dollar amount for each possible step for each GS grade which may be used in the various special schedules. A comparable table is being prepared for PFS levels and will be provided separately to the Post Office Department. By locating the special minimum rate and special maximum rate on these tables the full range of authorized rates is readily identified.

Nicholas J. Oganovic

Nicholas J. Oganovic
Executive Director

Attachments

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GS-500 Accounting and Budget Group

OCCUPATIONAL SERIES COVERAGE		GEOGRAPHIC COVERAGE	GRADE	1ST STEP RATE	10TH STEP RATE	WITHIN GRADE INCREASE	EFFECTIVE DATE
GS-510	Accounting Series;	Worldwide	GS-5	\$ 7,856	\$ 9,818	\$ 218	12-28-69
GS-512	Internal Revenue Agent		GS-6	8,509	10,696	243	
	Series		GS-7	9,178	11,608	270	
			GS-8	9,554	12,245	299	
			GS-9	10,539	13,500	329	

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